High Sick Leave Consumption
Public Works & Assets SWMS
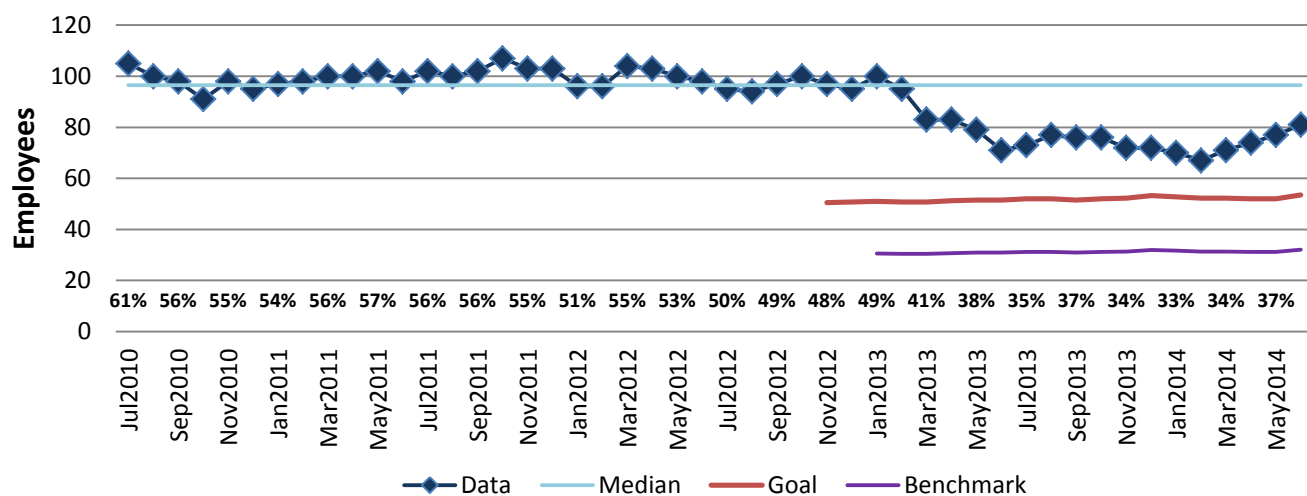
LouieStat

KPI Owner: Keith Hackett

Process: Sick Leave Management

Baseline, Goal, & Benchmark	Source Summary	Continuous Improvement Summary
Baseline: 50% Oct 2012 **Goal:** Reduce the number of employees with high sick leave consumption to 25% or less of all employees **Benchmark:** 15% calendar year 2012	**Data Source:** Payable Time Peoplesoft **Goal Source:** Dept Leadership Team **Benchmark Source:** OPI sick leave study	**Plan-Do-Check-Act Step 3:** Determine and quantify root causes **Measurement Method:** The number of employees in a department who have used 9 or more out of 12 sick days in a 12 month period **Why Measure:** Promote a culture in which sick time is used appropriately **Next Improvement Step:** Meet with pilot Pareto data collection participants to determine method for Pareto data collection for all of PWA

How Are We Doing?

Jun2013-Jun2014 12 Month Avg Goal	Jun2013-Jun2014 12 Month Average		Jun2014 Goal	Jun2014 Actual	
52	**74**	🔴	**54**	**81**	🔴
Employees	Employees		Employees	Employees	

High Sick Leave Consumption

⬇ Good

Chart — Employees (y-axis 0 to 120) vs months (Jul2010 to May2014).

Percentage labels along x-axis: 61% 56% 55% 54% 56% 57% 56% 56% 55% 51% 55% 53% 50% 49% 48% 49% 41% 38% 35% 37% 34% 33% 34% 37%

Legend: Data · Median · Goal · Benchmark

The department is creating a tool to collect root cause of performance data.